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हरियाणा सरकार

श्रम विभाग

अधिसूचना

दिनांक 21 जनवरी, 2016

**संख्या 14/30/99—4श्रम.**— कारखाना अधिनियम, 1948 (1948 का केन्द्रीय अधिनियम 63), की धारा 66 की उप-धारा (1) के खण्ड (ख) के परन्तुक द्वारा प्रदत्त शक्तियों का प्रयोग करते हुये, हरियाणा के राज्यपाल, इसके द्वारा, मैसर्स डेन्सो हरियाणा प्राइवेट लिमिटेड, इण्डस्ट्रीयल प्लाट नं० 2, इण्डस्ट्रीयल पलोटिड कालोनी, गांव दादरी टो तथा बीर दादरी, जिला झज्जर, हरियाणा के सम्बन्ध में उक्त अधिनियम की धारा 66 की उपधारा (1) के खण्ड (ख) में अधिकथित सीमाओं को परिवर्तित करते हैं ताकि इस अधिसूचना के राजपत्र में प्रकाशन की तिथि से एक वर्ष की अवधि के लिए सायं 7.00 बजे से रात्रि 10.00 बजे के बीच दो शिफ्टों में महिला कर्मकारों को निम्नलिखित शर्तों के अधीन रहते हुए नियोजन प्राधिकृत किया जा सके, अर्थात् :—

1. किसी भी महिला कर्मकार से रात्रि 10.00 बजे से प्रातः 6.00 बजे के बीच कारखाने में कार्य करने की अपेक्षा नहीं की जायेगी अथवा उसे अनुमति नहीं दी जाएगी।
2. किसी भी महिला कर्मकार से किसी भी दिन नौ घण्टे से अधिक और किसी भी सप्ताह में अड़तालीस घण्टों से अधिक काम करने की अपेक्षा नहीं की जाएगी अथवा उसे अनुमति नहीं दी जाएगी।

3. किसी भी महिला कर्मकार को, जो सायं 7.00 बजे से रात्रि 10.00 बजे की अवधि के दौरान काम करने से इन्कार करती है, उसे इस कारण से नियोजन से नहीं हटाया जायेगा अथवा अलग नहीं किया जायेगा।
4. किसी भी महिला कर्मकार को दूसरी शिफ्ट में कार्य करने के लिये अकेला नहीं लगाया जायेगा।
5. डाक्टर तथा महिला नर्स लगाते हुए, दूसरी शिफ्ट में महिला कर्मकारों को मुफ्त चिकित्सा सुविधाएं उपलब्ध करवाई जाएंगी।
6. अधिष्ठाता, महिला कर्मकारों के साथ उनकी सुरक्षा के लिए उन्हें लाने और वापस ले जाने वाले प्रत्येक वाहन पर महिला सुरक्षा गार्ड उपलब्ध करवाएंगा।
7. अधिष्ठाता, महिला कर्मकारों के बच्चों के उपयोग के लिये क्रैच का रखरखाव करेंगा।
8. साप्ताहिक अवकाश के बाद महिला कर्मकारों की शिफ्ट बदली जाएंगी।
9. कम्पनी महिला कर्मकारों को उनके निवास स्थान से कारखाने तक लाने और वापस ले जाने के लिए मुफ्त परिवहन सुविधा की व्यवस्था करेगी, जिन्हें रात्रि 10.00 बजे तक दूसरी शिफ्ट में कार्य के लिए बुलाया जाता है।
10. कारखाना की केन्टीन में महिला कर्मकारों के लिए खाने की व्यवस्था की जाएंगी ताकि महिला कर्मकार दूसरी शिफ्ट के दौरान भोजन कर सके।
11. प्रबन्धक, विशाखा तथा अन्य बनाम राजस्थान सरकार के मामले में माननीय सर्वोच्च न्यायालय द्वारा दिए गये न्याय निर्णय दिनांक 13 अगस्त, 1997, (ए0आई0आर0 1997 सर्वोच्च न्यायालय-3011) के निर्देश के निबन्धनों के अनुसार महिला कर्मकारों के कार्य स्थल पर उनके यौन उत्पीड़न की सुरक्षा सुनिश्चित करेंगे।

शशि गुलाटी,  
अतिरिक्त मुख्य सचिव, हरियाणा सरकार,  
श्रम विभाग।

**HARYANA GOVERNMENT**  
**LABOUR DEPARTMENT**  
**Notification**  
The 21st January, 2016

**No. 14/30/99-4Lab.**— In exercise of the powers conferred by the proviso to clause (b) of Sub-section (1) of Section 66 of the Factories Act, 1948 (Central Act 63 of 1948), the Governor of Haryana hereby varies the limits laid down in clause (b) of Sub-section (1) of Section 66 of the said Act in respect of M/s Denso Haryana Pvt. Ltd., Industrial Plot No. 2, Industrial Plotted Colony, Village Dadri Toe and Bir Dadri, District Jhajjar, Haryana so as to authorize the employment of women workers in two shifts from 7.00 p.m. to 10.00 p.m. for a period of one year from the date of publication of this notification in the Official Gazette subject to the following conditions, namely:-

1. No woman worker shall be required or allowed to work in the factory between 10.00 p.m. to 6:00 a.m.
2. No woman worker shall be required or allowed to work for more than 9 hours in a day and 48 hours in a week.
3. No woman worker who declines to work during the period 7.00 p.m. to 10.00 p.m. shall be removed from employment or discriminated on this account.
4. No woman worker shall be engaged alone to work in the second shift.
5. The free medical facility by engaging a doctor and a female nurse shall be provided to the women workers in the second shift.
6. The occupier shall provide lady security guard to accompany the women workers on each transportation vehicle for their safety.
7. The occupier shall maintain a ‘Creche’ for the use of children of women workers.
8. The shift of women workers shall be changed after a weekly holiday.

9. The company shall provide free transport facility to women workers from their residence and back who are called to work in the second shift upto 10.00 p.m.
10. The arrangements for meal shall be made in the canteen of the factory so that the women workers can take their meals in the second shift.
11. The management shall ensure protection of women workers from sexual harassment at the work place in terms of the directions of the Hon'ble Supreme Court in the case of Vishaka and others Vs State of Rajasthan *vide* judgment dated 13th August, 1997 (AIR 1997 Supreme Court-3011).

SHASHI GULATI,  
Additional Chief Secretary to Government Haryana,  
Labour Department.

**HARYANA GOVERNMENT**  
**URBAN LOCAL BODIES DEPARTMENT**  
**COMMITTEES**  
**Notification**

The 21st January, 2016

**No. 14/3/2016-3C-II.—** In exercise of the powers conferred by clause (a) of Section 69 read with Sub-section (1) of Section 84 of the Haryana Municipal Act, 1973 (24 of 1973), the Governor of Haryana hereby makes the following amendments in the Haryana Government, Urban Local Bodies Department (Committees), Notification No. S.O.39/H.A.24/1973/S.69/2014, dated the 3rd March, 2014 namely: -

**Amendment**

In the Haryana Government, Urban Local Bodies Department (Committees) Notification No. S.O.39/H.A.24/1973/S.69/2014, dated the 3rd March, 2014.

1. In last line of para 1st of the notification word “with immediate effect” shall be deleted.

ANIL KUMAR,  
Principal Secretary to Government Haryana,  
Urban Local Bodies Department.

**HARYANA GOVERNMENT**  
**URBAN LOCAL BODIES DEPARTMENT**  
**COMMITTEES**  
**Notification**

The 21st January, 2016

**No. 14/3/2016-3C-II.—** In exercise of the powers conferred by Sub-section (3) of Section 87 read with Sub-section (1) of Section 149 of the Haryana Municipal Corporation Act, 1994 (Act 16 of 1994), the Governor of Haryana hereby makes the following amendments in the Haryana Government, Urban Local Bodies Department (Committees), Notification No. S.O.38/H.A.16/1994/S.87/2014, dated the 3rd March, 2014 namely : -

**Amendment**

In the Haryana Government, Urban Local Bodies Department (Committees), Notification No. S.O.38/H.A.16/1994/S.87/2014, dated the 3rd March, 2014.

2. In last line of para 1st of the notification word “with immediate effect” shall be deleted.

ANIL KUMAR,  
Principal Secretary to Government Haryana,  
Urban Local Bodies Department.

**SPECIFIC NOTIFICATION****HARYANA GOVERNMENT****FINANCE DEPARTMENT****Notification**

The 21st January, 2016

**No. 3-Loan-3/1/2010-WM(2).**— Government of Haryana hereby notifies the sale of Haryana Government Stock (Securities) of 10-year tenure for an aggregate amount of Rs.1100.00 crore (Rupees one thousand one hundred crore only) (Nominal). The sale will be subject to the terms and conditions spelt out in this Notification (called Specific Notification) as also the terms and conditions specified in the General Notification No.-Loan-3/1/2003-WM(2) dated July 20th, 2007 of Government of Haryana.

**1. Object of the Loan:** (i) The proceeds of the loan will be utilized to finance State Plan Outlay in connection with the development programmes of the Government of Haryana.

(ii) Consent of Central Government has been obtained to the floatation of this loan as required by Article 293(3) of the Constitution of India.

**2. Method of Issue:** Government Stock will be sold through the Reserve Bank of India, Mumbai Office (PDO) Fort, Mumbai – 400001 by auction in the manner as prescribed in paragraph 6.1 of the General Notification No. – Loan-3/1/2003-WM (2) dated July 20th, 2007 at a coupon rate to be determined by the Reserve Bank of India at the yield-based auction under multiple price formats.

**3. Allotment to Non-competitive Bidders:** The Government Stock up to 10% of the notified amount of the sale will be allotted to eligible individuals and institutions subject to a maximum limit of 1% of the notified amount for a single bid as per the Revised Scheme for Non-competitive Bidding Facility in the Auctions of State Government Securities of the General Notification (Annexure II).

**4. Place and Date of Auction:** The auction will be conducted by the Reserve Bank of India, at its Mumbai Office, Fort, Mumbai-400 001 on **January 25th, 2016**. Bids for the auction should be submitted in electronic format, on the Reserve Bank of India Core Banking Solution (E-Kuber) System as stated below on **January 25th, 2016**.

(a) The competitive bids shall be submitted electronically on the Reserve Bank of India Core Banking Solution (E-Kuber) System between 10.30A.M. & 12.00 P.M.

(b) The Non-competitive bids shall be submitted electronically on the Reserve Bank of India Core Banking Solution (E-Kuber) System between 10.30 A.M. & 11.30 A.M.

**5. Result of the Auction:** The result of the auction shall be displayed by the Reserve Bank of India on its website on the same day. The payment by successful bidders will be on **January 27th, 2016**.

**6. Method of Payment:** Successful bidders will make payments on **January 27th, 2016** before close of banking hours by means of cash, banker's cheque/pay order/demand draft payable at Reserve Bank of India, Mumbai/New Delhi or a cheque drawn on their account with Reserve Bank of India, Mumbai (Fort)/New Delhi.

**7. Tenure:** The stock will be of 10 year tenure. The tenure of the Stock will commence **January 27th, 2016**.

**8. Date of Repayment:** The loan will be repaid at par on **January 27th, 2026**.

**9. Rate of Interest:** The cut-off yield determined at the auction will be the coupon rate percent per annum on the Stock sold at the auction. The interest will be paid on **July 27th and January 27th**.

**10. Eligibility of Securities:** The investment in Government Stock will be reckoned as an eligible investment in Government Securities by banks for the purpose of Statutory Liquidity Ratio (SLR) under Section 24 of the Banking Regulation Act, 1949. The Stocks will qualify for the ready forward facility.

**By order and in the name of The Governor of Haryana.**

SANJEEV KAUSHAL,  
Additional Chief Secretary to Government Haryana,  
Finance Department.